

Recruitment Programs in Washington State

The Future Teachers Conditional Scholarship and Loan Repayment Program

The Future Teachers Conditional Scholarship and Loan Repayment Program is designed to encourage outstanding students and paraprofessionals to become teachers, and encourage current teachers to obtain additional endorsements in teacher shortage subjects. In return for conditional scholarships or loan repayments, participants agree to teach in Washington K-12 public schools. Current funding provides scholarships for up to 65 recipients over the 2005-06 and 2006-07 academic years. Legislation enacted by the 2004 Legislature opened the program to teachers adding endorsements. Last year's applicants were the first group under the new RCW.

- ✓ Out of 375 2004-05 applicants, about 130 indicated they were seeking shortage endorsements, about 115 indicated bilingual ability (several indicated both).
- ✓ Out of the 54 people selected for the 2004-05 program, 32 are pursuing shortage endorsements, 21 are going into bilingual education (one is pursuing both).

Participants can receive conditional scholarships or loan repayments for up to five years. Conditional scholarships or loan repayments cannot exceed tuition and fees at the participant's college or university or full-time resident undergraduate tuition and fees at the University of Washington – whichever is lower.

Washington's Alternative Route Partnership Grant Program includes a conditional loan scholarship available to paraeducators and mid-career professionals who participate in the alternative route program and become certified and employed to teach in a subject-matter or geographic-related shortage area. In addition, the Alternative Route program includes cross-institutional consortium that reach into rural and remote Washington communities with the goal of recruiting, preparing and retaining new teachers within those communities.

Troops to Teachers was originally established in 1994 as a Department of Defense program. The National Defense Authorization Act for FY 2000 transferred the responsibility for program oversight and funding to the U.S. Department of Education but operated by the Department of Defense. Under this program, eligible military personnel have the opportunity to pursue a second career in public education. The goal of Troops to Teachers is to help improve American education by providing mature, motivated, experienced, and dedicated personnel for the nation's classrooms. The three main objectives of the program are to: (1) help relieve teacher shortages, especially in math, science, special education and other high needs subject areas, (2) provide positive role models for the nation's public school students, and (3) assist military personnel to successfully transition to teaching as a second career. Pending availability of funds, financial assistance may be provided to eligible individuals in the form of a stipend up to \$5K to help pay for teacher certification costs, or a bonus of \$10K to teach in a "high needs" school. Placement assistance and referral services are available to help participants identify employment opportunities and teacher certification programs

Teacher Academy programs offer introductory education experiences through participating high schools. Field and classroom instruction is based on curriculum designed by the Washington State Teachers Recruiting Future Teachers (TRFT) organization. TRFT is made up of educators who are dedicated to the implementation of successful teacher recruitment programs.

CO-TEACH (Collaboration for Teacher Education Accountable to Children with High Needs) works with a variety of partners within the State of Washington on initiatives to improve teacher education. CO-TEACH builds on existing relationships between the partners and provides a foundation for expanding these for greater connectivity to improve pre-service and in-service teacher education. As stated in the project's title, the overarching goal of all partners is to prepare teachers of learners with diverse backgrounds and needs. CO-TEACH is based at Washington State University, and partners include several community colleges, and tribal and public school districts.

Teachers of Tomorrow Clubs are student organizations available at many community colleges. Their mission is to unite community college students interested in education in order to acquaint them with the current issues via guest speakers, educational events and tutoring programs.

Future Teachers of Color Program

The Future Teachers of Color Program was established in 1994 by Washington State University in response to the demand for minority teachers in the classroom. The program was designed to provide minority high school, community college and transfer students with hands-on experience regarding careers in education and college life. The program began with 10-15 students and has successfully grown to include over 250 participants from over 24 high schools and 5 community colleges throughout the state of Washington. Currently, the program hosts a number of conferences. One on the WSU campus and several others throughout Washington including the Tri-Cities, Seattle, and Spokane regions. This program has a successful track record of recruiting and retaining minority students in WSU's College of Education teacher preparation program. Additionally, the Future Teachers of Color program provides students with mentors and a support system that will assist them in reaching their goals of becoming a teacher.

The **Special Education Career Incentives Program** is federally funded and operated by ESD 112. The program provides financial aide for paraeducators and others enrolled in a special education teacher preparation program, or preparing to be an Occupational Therapist, Physical Therapist, Speech-Language Pathologist/Audiologist, or School Psychologist that will be serving special education students.

The Annual Washington Educator Career Fair, operated by the Washington Personnel Administrators Association, is a gathering of college placement personnel, school administrators and teacher candidates. One Fair is held in western Washington; a second in eastern Washington. The Fair provides a “one-stop” efficient and economical way to assist employers looking for qualified candidates in all education professional fields. It also provides educator candidates a “one-stop” opportunity to contact numerous potential employers and initiate the application process. In addition, the Fair provides an opportunity for college placement personnel to meet with school administrators and provide information regarding training programs. Last year 130 school districts and almost 4,000 candidates attended the Fair.

Washington has a number of web sites aimed at providing clear and comprehensive information about various pathways and options for individuals to become teachers, including www.teachingwashington.org; www.WATeach.com, as well as sites aimed at connecting already-certified teachers with potential employers and vice versa, such as

[teachers.com.](https://www.teachers.com)